

EVALUATION OF THE SUPERINTENDENT

The Board evaluates the performance of the Superintendent in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the District with the best possible leadership.

Through evaluation of the Superintendent, the Board strives to:

1. Clarify the role of the Superintendent as seen by the Board;
2. Clarify, for all Board members, the role of the Superintendent in light of the job description for the position and performance goals and objectives as agreed upon by the Board and the Superintendent;
3. Develop harmonious working relationships between the Board and Superintendent;
4. Provide administrative leadership for the school district;
5. Identify strengths and weaknesses of the Superintendent's performance.

Criteria for the evaluation of the Superintendent is based upon the Superintendent's job description and relates directly to each of the tasks described. The job description and any revisions thereto are developed in consultation with the Superintendent and adopted by the Board during the Board's meeting in March.

The Board evaluates the abilities and services of the Superintendent at least once a year, 60 days prior to the scheduled Board of Education meeting in February.

Board consensus on the Superintendent's abilities and performance will be put in writing and made available and discussed with the Superintendent in conference. Failure to put this evaluation in writing will constitute an indication that the performance of the Superintendent is satisfactory. The Board must consider the evaluation of the Superintendent in acting to renew or non-renew his/her contract. The evaluation procedure shall not create an expectancy of continued employment. Nothing in this division shall prevent the Board from making the final determination regarding the renewal or non-renewal of the Superintendent's contract.

Adopted: November 16, 1988
Revised: July 20, 1998
Revised: December 15, 2010

LEGAL REFS.: ORC 3319.01

Columbia Schools, Columbia Station, Ohio